



**Missouri  
State  
Board of  
Nursing**

Post Office Box 656  
3605 Missouri Blvd.  
Jefferson City, MO 65109  
(314) 751-0681

**BOARD MEMBERS**

NAME	TITLE	TERM EXPIRES
Patricia Alft., R.N.	President	06/01/92
Barbara Schaffitzel, R.N.	Vice-President	06/01/92
Barbara Keay, L.P.N.	Secretary-Treasurer	06/01/92
Carol Jaco, R.N.	Member	06/01/93
Marilyn Jacobs, R.N.	Member	08/13/92
Susan Morgan, R.N.	Member	06/01/94
Cheryl Primm, R.N.	Member	06/01/93
Walter Rerrick	Public Member	08/16/90
Evelyn Talton, L.P.N.	Member	06/01/93

SUMMER 1991 ISSUE

**PROFESSIONAL STAFF MEMBERS**

NAME	TITLE
Florence Stillman, R.N.	Executive Director
Vacancy	Licensure Coordinator/Associate Executive
Melinda Sanders, R.N.	Discipline Coordinator
Vada Arrowood, R.N.	Nursing Education Coordinator

1991 ISSUE

**OFFICE STAFF**

NAME	TITLE
Duane Leiter	Investigator III
Walt Miller	Investigator III
George Snodgrass	Investigator III
Pam Groose	Administrative Assistant
Linda Strobel	Senior Accounting Clerk
Lori Scheidt	Administrative Aide
Mary Ann Ruth	Microfilm/Records Systems Coordinator
JoAnn Hanley	Secretary to Executive Director/Secretary III
Sandy Sebastian	Secretary to Discipline Coordinator/Secretary II
Liane Parrott	Secretary to Nursing Education Coordinator/Secretary II
Roxy Seymore	Complaints/Discipline Section Clerk/Clerk Typist III
Connie Clarkston	Licensure Section Clerk/Clerk Typist II
Mary Ann Jacobs	Receptionist/Clerk Typist II
Terry Conner	Licensure Section Clerk/Clerk Typist II
Pam Eiken	Licensure Section Clerk/Clerk Typist II
Pam Porting	Licensure Section Clerk/Clerk Typist II
Kim Bax	Licensure Section Clerk/Clerk Typist II

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REPRODUCE IT AS YOU WISH.*

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# **Missouri State Board of Nursing**

**Main Telephone Number (314) 751-0681**

Administration	751-1416
Complaints & Discipline	751-6541
Education	751-0080
Examination	751-0681
Investigations	751-0070
I.V. Therapy	751-0080
Licensure	751-0681
Nursing Practice	751-1416
Purchasing	751-0072

## **Office Hours**

**Monday - Friday**

**8:00 a.m. - 5:00 p.m.**

## PHILOSOPHY FROM FLO

FLORENCE STILLMAN, R.N., M.S.N.  
EXECUTIVE DIRECTOR

Should we have mandatory continuing education? Should the Nursing Practice Act include a specified number of continuing education credits in order to be eligible for renewal of one's license to practice? There are arguments both pro and con on that issue.

There are many who argue that, with a profession whose members deal with the critical issues that nurses must confront daily, the safety of the public certainly must be of primary concern. The profession is licensed and regulated for that purpose. Technical advances in medicine are occurring at such a rapid pace that the practice of nursing changes almost from day to day. New techniques, treatments, and medications are developed and introduced so frequently that if one considers the "state of art" 5 years after graduation what one was taught in one's basic nursing education program would appear most inadequate for current practice. Curriculae for all basic nursing education programs are developed to satisfy several needs, one of which is the need that graduates have of passing the NCLEX in order to become licensed practitioners. The NCLEX is based on surveys showing what exists in current practice both for PNs and RNs. From that information test plans are developed which are made available to all nursing education programs to utilize in developing curriculae.

The so-called gap between education and practice which is created by advancing technology must be filled for the safety of clients and nurses alike. So how is that done? Primarily through continuing education! Continuing education may be in-service, conferences and workshops, more formal education offerings or one on one teaching sessions with physicians, more experienced nurses, other kinds of health care practitioners, and lay members of the public, as well as through individual reading and learning situations. There are many ways to continue the learning process.

The Case of Sermchief vs. Gonzales is generally well known and well discussed among nurses. In the decision rendered by the Supreme Court of Missouri in that case it was stated that a nurse may be permitted to assume responsibilities . . . so long as those responsibilities are consistent with her or his "specialized education, judgment, and skill based on knowledge and application of principals derived from the biological, physical, social, and nursing sciences." This statement seems to support the concept of continuing education. Later in that same decision the court continued with the following:

"The broadening of the field of practice of the nursing profession authorized by the legislature and here recognized by the court carries with it the profession's responsibility for continuing high educational standards and the individual nurse's responsibility to conduct herself in a professional manner."

Another statement appearing to support continuing education.

There seems to be no argument against the need for continuing education. The argument begins when the qualifier "mandatory" is added. If safety of

## PHILOSOPHY FROM FLO, CONTINUED

the public is the primary consideration then it seems it should be mandatory in order to assure that all practicing nurses are current in their knowledge and skills. On the other hand, there is not a sufficient body of evidence to show that mandated continuing education prevents incompetent practice. If one is merely attending continuing education offerings in order to comply with the letter of the law in order to renew one's license, the educational offerings attended may be totally inappropriate for the area of practice in which one is currently engaged and thus will accomplish nothing in the way of increasing knowledge relative to current practice.

In conversations with other Executive Directors of states where continuing education is mandatory (there are 20 states that do) it appears that some of the results of requiring continuing education for renewal of licenses are not necessarily desirable. The paperwork and staff time involved in approving, tracking, and verifying continuing education is said to be tremendous. For this office that would mean more staff, more space, more equipment and supplies and therefore higher fees to support all those increases. I understand the management of that process is a headache, almost impossible to get under control.

Because there is no mandate by statute, nurses may obtain continuing education on a strictly voluntary basis. There are employers, however, who require continuing education in order to progress or maintain/retain a position. The Missouri Nurses Association has a very excellent continuing education program which includes approval of continuing education offerings, awarding of CEUs and recording and retention of that information. The court decision in Sermchief vs. Gonzales stated that nurses must act professionally and are responsible for maintaining educational standards. The Missouri Board of Nursing believes that based on that decision and the other above mentioned facts that each individual is responsible for maintaining their own standards of education. Each nurse, in order to fulfill professional responsibility must obtain the most appropriate educational offerings for his/her circumstances and in the most timely manner possible. There are many good continuing education offerings available including those offered by employing institutions. They are a means of improving skills and knowledge and can lead to professional advancement. It's not only professional it's very wise to take advantage of continuing education offerings and there are many available. Continuing education is your individual responsibility, it could keep you out of court, help you be more secure in your job and at the same time assist in networking with others in the profession. All are benefits that far outweigh the cost.

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## DIRECTIONS TO THE MISSOURI STATE BOARD OF NURSING OFFICE

MISSOURI STATE BOARD OF NURSING  
3605 Missouri Boulevard  
P. O. Box 656  
Jefferson City, MO 65102  
314-751-0681

### East of the State via I-70: (coming from the St. Louis area)

Exit at the Kingdom City - Highway 54 West - State Capitol Exit.  
Proceed on Highway 54 West (you will cross the Missouri River as you enter Jefferson City).  
Exit at Highway 50 West - Sedalia Exit.  
Proceed on Highway 50 West to the Truman Boulevard Exit and turn left.  
(\*\* see below \*\*)

### West of the State via I-70: (coming from the Kansas City area)

Exit at Highway 63 South - Jefferson City Exit (in Columbia).  
Proceed on Highway 63 South.  
Exit at Highway 54 West (you will cross the Missouri River as you enter Jefferson City).  
Exit at Highway 50 West - Sedalia Exit.  
Proceed on Highway 50 West to the Truman Boulevard Exit and turn left.  
(\*\* see below \*\*)

### West of the State via Highway 50 East: (coming from the Kansas City area)

Proceed on Highway 50 East to the Truman Boulevard Exit.  
Turn left at the stop light onto Truman Boulevard.  
(\*\* see below \*\*)

### East of the State via Highway 50 West: (coming from the St. Louis area)

Proceed on Highway 50 West to the Truman Boulevard Exit.  
Turn left onto Truman Boulevard.  
(\*\* see below \*\*)

### \*\* NOTE \*\*:

Continue on Truman Boulevard through all the sets of stoplights.  
Take the first left onto Missouri Boulevard at the Farm Bureau Building.  
Continue on Missouri Boulevard past the OMD Building and the Learfield Building. The Board of Nursing is located in the next building on the right, which is the Professional Registration Building.

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## DIRECTIONS TO BOARD MEETINGS

### East of the State via I-70:

Exit at Kingdom City - Highway 54 West - State Capitol Exit.  
Proceed on Highway 54 (you will cross the Missouri River Bridge).  
Exit at the Highway 50 East Exit.  
Proceed East on Highway 50 to the Broadway Exit and turn left.  
(\*\* see below \*\*)

### West of the State via I-70:

Exit at the Highway 63 South - Jefferson City Exit (in Columbia).  
Proceed South on Highway 63.  
Exit at the Highway 54 West Exit (will cross the Missouri River Bridge).  
Exit at the Highway 50 East Exit.  
Proceed East on Highway 50 to the Broadway Street Exit and turn left.  
(\*\* see below \*\*)

### West of the State via Highway 50:

Proceed East on Highway 50 to the Broadway Street Exit.  
Turn left at the stop light onto Broadway.  
(\*\* see below \*\*)

### East of the State via Highway 50:

Proceed West on Highway 50 to the Broadway Street Exit.  
Turn right at the stop light onto Broadway.  
(\*\* see below \*\*)

### \*\* NOTE \*\*:

Continue on Broadway two (2) blocks to the corner of Broadway and High Streets. The Truman Building is on your left. The meeting is being held in Room 493. There is an Information Desk at each entrance, please ask for directions to Room 493.

Parking is very limited. Please allow additional time to search for parking. There are several parking lots and some on-street parking, but during business hours they are usually occupied.

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## VISIT WITH VADA

VADA E. ARROWOOD, R.N., M.S.Ed.  
NURSING EDUCATION COORDINATOR

A recent situation suggests that some of our nurse educators may not understand the process by which the Board of Nursing promulgates rules. I'm sure everyone in nursing education is aware that late in 1988 the Board appointed a Task Force to review the Minimum Standards for Accredited Professional Schools of Nursing. The Task Force's function was to review the existing standards and to determine if clarifying language could be added which would better assist schools in interfacing with the Board of Nursing. The membership of the committee was comprised of three Board members and a fourth ex-officio Board member. In addition, educators representing three levels of nursing education were voting members. The Board counsel and staff were non-voting members. The group came to an early conclusion that most of the existing standards needed to be rewritten for clarity and accuracy. Two long years later the Task Force was ready to share its rough draft copy of the proposed revisions of the Minimum Standards with the nursing education community. Copies were mailed to all of the generic schools of nursing for their input.

The response from nursing education was welcomed and appreciated however, it was during this experience that many questions were asked which indicate a need to review the rule-making process in order to dispel misunderstandings regarding how a proposed rule becomes an official rule.

In this particular situation, the Task Force for revision of Professional Minimum Standards was Board appointed and charged with the responsibility to conduct the process of reviewing and revising the Minimum Standards. Even though there are Board members on the Task Force the undertaking is not being conducted as a part of the Board's activities. The committee will present their final proposed revisions to the Full Board with a recommendation that the Board of Nursing accept the rewritten document. The Full Board will either accept the recommendation, revise the document or reject the document.

If the Full Board accepts the proposed document the proposed rule moves into the process of rule-making. The process begins with the printing of the proposed rule in the Missouri Register. Once the Missouri Register has been published there is a thirty day official comment period. Reactions to the proposed rule come to the Board office and are accumulated until the expiration of the comment period. Responses are then presented to the Board at their next meeting and each will be discussed and considered with regards to what actions shall be taken. The Board has the final decision whether to file the Final Order of Rule-Making or withdraw the proposed rule. If the Board votes to file the proposed rule it is again published in the Missouri Register along with a synopsis of the comments that were submitted and the Board's subsequent actions in response to the comments. After the rule is published in the Code of State Regulations it becomes official. A rule which is filed as an emergency is treated in a slightly different manner. You may request a copy of the specifics of filing an emergency rule from the Secretary of State's office.

The process of creating a new rule or revising an existing rule does not require the appointment of a task force. Likewise, the decision to disseminate a draft copy to the nursing community is arbitrary; it is not mandatory. The

## VISIT WITH VADA, CONTINUED

Board of Nursing has chosen to make information regarding proposed changes or new rules available to those involved with the education of nurses. In this manner the Board provides for educators to submit enlightened comments that may reveal unforeseen areas of negative impact. However, only the publishing of a proposed rule in the Missouri Register is required.

This is how a proposed change or a new rule comes into being!

To conclude the saga of the revisions of Professional Minimum Standards I will notify the nursing education community when the proposed rule on professional Minimum Standards is published in the Missouri Register. Comments can once again be presented to the Board. However, I would suggest that nurses become informed as to where they can access the Missouri Register on a regular basis. There are groups with authority to promulgate rules appropriate for their needs that may negatively impact upon nursing. The Missouri Register is the vehicle by which nursing can monitor all state agencies who make regulatory rules. Any one can subscribe to the Missouri Register by submitting a letter of request to the Secretary of State's office. A year's subscription of 24 issues is \$56.00. However, there may be a copy at your local library that is available for your review. I am providing a list of libraries that subscribe to the Missouri Register in this Newsletter. If this does not assist you, a copy of the complete mailing list can be obtained from the Missouri State Library or the Missouri State Archives. The mailing list will inform you as to where the Missouri Register is mailed on a regular basis.

### DEPOSITORY LIBRARIES

#### FULL DEPOSITORIES

Central Mo. State U., Edwards Library (Warrensburg)  
Kansas City Public Library  
Missouri Western State College Library (St. Joseph)  
Northeast Mo. State U., Pickler Library (Kirksville)  
Northwest Mo. State U., B.D. Owens Library (Maryville)  
St. Louis Public Library  
Southeast Mo. State U., Kent Library (Cape Girardeau)  
Southwest Mo. State U. Library (Springfield)  
Univ. of Missouri-Columbia, Ellis Library  
Univ. of Missouri-St. Louis Library

#### STATUTORY DEPOSITORIES

Missouri State Archives (2 copies)  
Missouri State Historical Society (2 copies)  
Missouri State Library (2 copies)

#### SPECIAL DEPOSITORIES

Center for Research Libraries (Chicago)  
Library of Congress (Washington D.C.)

VISIT WITH VADA, CONTINUED

DEPOSITORY LIBRARIES, CONTINUED

PARTIAL DEPOSITORIES

Barry-Lawrence Regional Library (Monet)  
Cape Girardeau Public Library  
Central Methodist College, Smiley Library (Fayette)  
Daniel Boone Regional Library (Columbia)  
Jefferson County Library (High Ridge)  
Kinderhook Regional Library (Lebanon)  
Maryville College Library (St. Louis)  
Mineral Area College, Instructional Resources Center (Flat River)  
Missouri Southern State College Library (Joplin)  
North Central Missouri College (Trenton)  
River Bluffs Regional Library (St. Joseph)  
Riverside Regional Library (Jackson)  
School of the Ozarks, Lyons Library (Point Lookout)  
St. Charles City-County Library  
St. Louis County Library  
St. Louis Univ. Law School Library  
Southwest Baptist Univ., Estep Library (Bolivar)  
Southwest Mo. State Univ., West Plains Campus Library  
Springfield-Greene County Library  
Three Rivers Community College Library (Poplar Bluff)  
U. of Missouri-Columbia, Law Library  
U. Of Missouri-Kansas City General Library  
U. of Missouri-Kansas City Law Library  
U. of Missouri-Rolla Library  
Washington Univ., Freund Law Library (St. Louis)  
Webster College Library (Webster Grove)  
William Jewell College, Curry Library (Liberty)

EDITING

Notice: The Administrative Rules Division will edit the rules to eliminate legalese. The Secretary of State is given the authority to correct typographical or spelling errors in the publication of any rule. However, after a document has been filed for public inspection and publication, a substantive error in the text may be corrected only by the filing of another document making the correction.

Prior to publication, rules will be reviewed by a staff member of the Administrative Rules Division. If errors are found, an agency representative will be contacted. If minor, the changes may be made informally, or otherwise the document may be returned to the agency for failure to comply with the format.

If a typographical error appears in the Missouri Register or the Code, it shall be corrected if the Director of the Administrative Rules Division determines the error would confuse or mislead the reader or the error would affect the substantive text of the rule.

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## BOOKS OF CURRENT RN'S AND LPN'S

There are books available which list all Registered Professional Nurses and Licensed Practical Nurses currently licensed in the State of Missouri. Anyone wishing to obtain a copy of these books must send a letter of request to:

Missouri State Board of Nursing  
P. O. Box 656  
Jefferson City, MO 65102

The cost would be approximately \$22.50 for Registered Nurses and \$15.00 for Licensed Practical Nurses (cost subject to change). Send no money with letters of request, you will be billed at a later date.

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## EMPLOYEE OF THE SEASON

Pam Groose, Administrative Assistant was nominated as the Board of Nursing's Summer Employee of the Season. Congratulations Pam, it was a well deserved honor.

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## THE OLDER WORKER OF THE YEAR AWARD

The Missouri Division of Aging held an "Older Worker of the Year" contest in conjunction with the "Employ the Older Worker Week," March 10-16, 1991. Ms. Mary Jefferson, an 80-year-old L.P.N. who has retired twice and re-entered the work force, was chosen the winner out of over 300 nominations.

The Board of Nursing wishes to congratulate her on being named "The Older Worker of the Year". The profession has certainly been enriched by her being a contributing member.

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DATES TO REMEMBER

<u>BOARD MEETING DATES</u>	<u>AGENDA DEADLINES</u>	<u>DOCUMENTATION DEADLINE</u>
07/15/91 - 07/19/91	06/17/91	06/24/91
09/30/91 - 10/04/91	09/02/91	09/09/91
01/20/92 - 01/24/92	12/23/91	12/30/91
03/30/92 - 04/03/92	03/02/92	03/09/92
06/29/92 - 07/03/92	04/01/92	04/08/92
10/05/92 - 10/09/92	09/07/92	09/14/92
01/18/93 - 01/22/93	12/21/92	12/28/92

RN EXAMINATION DATES

<u>EXAMINATION DATE</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
07/09-10/91	05/14/91	05/24/91
02/05-06/92	12/11/91	12/20/91
07/08-09/92	05/13/92	05/22/92
02/03-04/93	N/A	12/18/92
07/07-08/93	N/A	05/21/93
02/02-03/94	N/A	12/17/93
07/13-14/94	N/A	05/27/94

LPN EXAMINATION DATES

10/16/91	08/21/91	08/30/91
04/15/92	02/19/92	03/28/92
10/21/92	N/A	09/04/92
04/14/93	N/A	02/26/93
10/13/93	N/A	08/27/93
04/13/94	N/A	02/25/94
10/12/94	N/A	08/26/94

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## MESSAGE FROM MELINDA

MELINDA DOLAN SANDERS, R.N., M.S.N.  
DISCIPLINE COORDINATOR

### Male Nurses and Licensed Discipline

As most of you know that have read any of the previous Newsletters, the primary problem facing the Missouri State Board of Nursing in the area of complaints and discipline is substance abuse. In researching approaches utilized by the Board over the last few years, some interesting results were discovered.

The number of male nurses disciplined by the Missouri State Board of Nursing is disproportionately higher than for female nurses. For example, while 4% of Missouri's approximately 77,000 nurses are male, 20% of the disciplinary actions taken by the Missouri State Board of Nursing have been against male nurses. Unique to Missouri? Not at all.

Figures from the National Council of State Boards of Nursing (NCSBN) indicate nationally 3% of nurses from 1985-1988 were male. However, during that same period of time 18% of the disciplinary cases submitted to NCSBN were male nurses.

What makes male nurses more likely to be disciplined than female nurses? Some writers suggest that male nurses are still somewhat unique to our profession and therefore are scrutinized by their female peers closer than female nurses. Others relate the number of chemical dependency complaints to certified registered nurse anesthetists (CRNAs) who are predominately male and known to be at increased risk for the development of this disease. Perhaps it is related to society's acceptance level of male nurses, as patients view the care male nurses provide differently than female nurses.

The nursing profession has strived to recruit more men into nursing over the past several years. Some researchers believe men have been swayed into nursing to assist this predominately female profession in advancement of wages, cohesiveness, leadership and image.

The NCSBN hopes to address a portion of this phenomena in it's proposed research. However, additional research is warranted to learn what is causing this disproportionate discipline of our male colleagues.

If you have questions about the information presented here, or would like to have a presentation made to your group, please call me at 314-751-6541.

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**SUMMARY OF DISCIPLINARY ACTION TAKEN  
BY THE MISSOURI STATE BOARD OF NURSING**

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Ableman, Linda	RN	047051	Suspended Probation	06-07-90 to 06-07-92 06-07-92 to 06-07-95
Adams, Gayla	LPN	022378	Inactive	05-20-91 to **
	** Until such time as the licensee presents evidence sufficient to demonstrate safe nursing practice. **			
Agosti, Leslee	LPN	043071	Revoked	05-21-91 to 05-21-94
Alexander, Judith	RN	118552	Probation	03-22-91 to 03-22-96
Alexander, Judith	LPN	027683	Probation	03-22-91 to 03-22-96
Allen, Alicia	LPN	040275	Revoked	11-30-89
Anderson, Patricia	RN	111657	Revoked	11-07-90
Aragon, Mary	RN	117881	Probation	10-10-90 to 10-10-92
Barnes, Diane	RN	096192	Probation	11-12-87 to 11-12-91
Barnhurst, Katherine	LPN	037886	Lapsed	
Bartee, Kathleen K.	RN	088610	Revoked	02-13-90
Belanger, Michelle	RN	119311	Probation	05-07-91 to 05-07-94
Bell, Vivian	LPN	042586	Probation	02-26-90 to 02-26-92
Bennett, Cynthia	RN	074728	Revoked	10-14-88
Blossom, Mau	RN	062344	Probation	05-18-88 to 05-19-92
Boone, Nancy D. Hatton	LPN	040408	Probation	02-26-90 to 02-26-92
Borroum, Alice Brown	LPN	009993	Probation	11-08-89 to 11-08-92
Boyer-Hottinger, Pamela	N/A	N/A	NOT LICENSED	
Brock, Laura	LPN	036003	Revoked	05-02-91
			Probation	02-01-91 to 02-01-93
Brown, Karen	RN	050816	Probation	07-27-90 to 07-27-93
Brunk, Constance	LPN	037170	Probation	09-10-90 to 09-10-93
Brunk, Constance	RN	117333	Probation	09-10-90 to 09-10-93
Buckner, Linda	RN	068342	Revoked	10-14-88
Buese, Marci	RN	092973	Probation	02-15-90 to 02-15-92
Campbell, Sharon (also Sharon Rouviere)	RN	107688	Probation	08-22-90 to 08-22-92
Carleton, Martha	RN	082672	Probation	01-16-90 to 01-16-92
Carter, Brian	LPN	043172	Probation	11-20-90 to 11-20-93
Carter, Gerldean	LPN	025574	Revoked	04-25-91
Carrier, Velma Ruth	LPN	035635	Revoked	09-13-89
Carter, Gerlean	LPN	025574	Suspended Probation	02-23-89 to 02-23-90 02-23-90 to 02-23-92
Carter, Sheryl	LPN	041009	Inactive	09-12-90 to 00-12-92
Christeson, Katherine	LPN	035675	Revoked	07-19-89
Clark, Kimberly (Smith)	RN	079372	Revoked	07-19-89
Clay, Anna	LPN	018751	Suspended Probation	08-30-90 to 08-30-91 08-30-91 to 08-30-94
Clossick, Thomas	LPN	037953	Suspended Probation	02-26-90 to 08-26-90 08-26-90 to 08-26-92

**SUMMARY OF DISCIPLINARY ACTION, CONTINUED**

Cloud, Michael	LPN	035746	Revoked	05-25-90
Collins, Janice	N/A	N/A	NOT LICENSED	
Cooper, Arthur	RN	085035	Revoked	08-21-90
Corbett, Timothy	RN	110672	Probation	11-20-90 to 11-20-93
Crawford, Gloria J.	LPN	025303	Probation	One year from date Renewed
Crider, Rebecca	LPN	041314	Revoked	04-13-89
Cyprian, Glenda	RN	088436	Suspended Probation	07-09-90 to 07-09-91 07-09-91 to 07-09-93
Davis, Sabra	RN	112397	Probation	12-04-90 to 12-04-95
DeChant, Julie	RN	097261	Probation	07-28-89 to 07-28-94
Deren, Tonia Sue	LPN	037134	Revoked	08-21-90
Dettmer, Linda DeWitt	RN	078948	Voluntary Surrender	
DeVore, Sheree	LPN	043086	Probation	11-08-90 to 11-08-92
Dewey, Dody	LPN	043327	Probation	11-20-90 to 11-20-92
Dignan, Nancy	RN	100851	Revoked	01-30-89
Dowdell, Donna	RN	108666	Probation	09-02-88 to 09-02-91
Doyebi, Sherry	RN	109506	Probation	05-06-89 to 06-16-91
Ellingsworth, Lynda	RN	086621	Suspended Probation	05-09-91 to 08-07-91 08-07-91 to 08-07-95
Elliott, Robert H.	RN	103754	Revoked	01-18-90
Emons, Kathie	RN	106016	Revoked	04-25-91
Evans, Deborah	LPN	019779	Probation	08-28-89 to 08-28-92
Evans, Deborah	RN	113249	Probation	08-28-89 to 08-28-92
Evans, Walter	RN	051045	Probation	01-19-90 to 01-19-92
Fanning, James	RN	112864	Probation	08-21-90 to 08-21-93
Farley, Mary Kathleen	RN	112887	Revoked	11-07-90
Farrow, Michelle	RN	085540	Voluntary Surrender	09-13-88
Faulconer, Paul	RN	117148	Probation	08-29-90 to 08-29-93
Feltrop, Sherry Funk	RN	093729	Probation	02-05-90 to 08-05-91
Fetters, James	RN	101269	Suspended Probation	07-27-88 to 07-27-89 07-27-89 to 07-27-91
Fischer, Craig	LPN	035819	Revoked	10-19-90
Fletcher, Mary M. Morris	LPN	015791	Probation	02-26-90 to 02-26-92
Floyd, Carolyn	RN	084340	Revoked	04-13-89
Foster, Patti J.	LPN	032577	Revoked	07-21-89
Fox, Beverly Ellerbrook	LPN	039413	Revoked	12-05-88
Fragomeli, Lori	RN	118576	Probation	03-25-91 to 03-25-93
Fragomeli, Lori	LPN	041381	Probation	03-25-91 to 03-25-93
Fultz, Deborah	RN	086730	Suspended Probation	12-21-90 to 12-21-92 12-21-92 to 12-21-95
Gaffney, Tina	RN	084712	Suspended Probation	06-18-90 to 06-18-91 06-18-91 to 06-18-93
Gaulding, Marilyn	RN	053525	Suspended Probation	06-04-90 to 06-04-91 06-04-91 to 06-04-93
Gawlas, Robert	RN	101324	Voluntary Surrender	03-22-90
George, Melissa Buchanan	LPN	025580	Voluntary Surrender	04-26-91

**SUMMARY OF DISCIPLINARY ACTION, CONTINUED**

Ghys, Barbara	RN	092759	Probation	12-12-88 to 12-12-92
Griffith, Cathy	LPN	019027	Revoked	05-02-91
Guinn, Jeanette	RN	091925	Revoked	03-22-90
Haggard, Donald	LPN	025405	Revoked	01-23-89
Hankins, Sage Womeldorf	LPN	026831	Suspended	03-14-88 to 09-14-88
			Probation	09-14-88 to 09-14-91
Helferstay, Ronald	RN	082645	Suspended	05-20-91 to 05-20-93
			Probation	05-20-93 to 05-20-96
Henry, Janet	LPN	042712	Probation	05-23-90 to 05-23-92
Hinckle, KayLynn	LPN	025342	Suspended	03-04-91 to 03-04-92
			Probation	03-04-92 to 03-04-95
Hicks, David	LPN	035282	Probation	11-05-90 to 11-05-92
Hodson, Lois	N/A	N/A	NOT LICENSED	
Hoffelt, Donald	RN	088650	Voluntary Surrender	05-03-89
Hoffman, Sandra	LPN	032816	Voluntary Surrender	01-08-91
(also Sandra Hoffman Schmoe)				
Honefenger, Judith	RN	054099	Probation	08-30-90 to 08-30-92
Houle, Patricia	RN	111657	Revoked	11-07-90
(also Patricia Anderson)				
Hudson, Mary Ann	N/A	N/A	NOT LICENSED	
Huffman, Charles	RN	042981	Suspended	04-05-88 to 04-05-90
			Probation	04-05-90 to 04-05-93
Hulett, Richard	RN	113159	Probation	08-15-90 to 08-15-93
Hunter, Maryan Al-Ghofoor	N/A	N/A	NOT LICENSED	
Irons, Rosie Mae Harris	N/A	N/A	NOT LICENSED	
Jackson, Sandra	RN	095394	Voluntary Surrender	05-20-91
Jessip, Roberta	LPN	029537	Revoked	01-18-90
Jones, Cheryl	LPN	020545	Suspended	09-12-90 to 09-12-91
			Probation	09-12-91 to 09-12-94
King, Cynthia	LPN	039758	Probation	11-20-90 to 11-20-93
(also Cynthia Scheffer)				
Kirn, Marilyn	LPN	035115	LAPSED LICENSE	
Kuehn, Mabel	RN	059286	Revoked	04-13-89
Kuenker, Lisa	RN	064126	Probation	09-12-90 to 09-12-93
Kuster, Tamara	RN	118356	Probation	02-19-91 to 02-19-94
Lamb, Elizabeth	LPN	041628	Suspended	05-20-91 to 05-20-92
			Probation	05-20-92 to 05-20-95
Lambert, Linda	RN	117689	Probation	09-10-90 to 09-10-93
Land, Rhonda	LPN	016012	Suspended	07-25-89 to 01-25-90
			Probation	01-25-90 to 01-25-92
LaRose, Suzanne	LPN	025689	Probation	08-15-90 to 08-15-91
Lavender, Susan K.	RN	080914	Voluntary Surrender	11-20-90
Lawrence, Diane	LPN	022713	Probation	02-07-90 to 02-07-93
Lehman, David	LPN	043808	Probation	11-20-90 to 11-20-92
Leith, Gwendolyn	RN	117876	Probation	10-01-90 to 10-01-93
Lewey, Betty	RN	118674	Probation	03-14-91 to 03-14-94

**SUMMARY OF DISCIPLINARY ACTION, CONTINUED**

McClain, Nadene Helton	LPN	026753	Suspended Probation	08-25-86 to 08-25-89 08-25-89 to 08-25-92
McCleary, Augustine M.	LPN	028572	Suspended Probation	02-03-89 to 11-03-89 11-03-89 to 11-03-92
McCormack, Julie	RN	113996	Probation	08-21-89 to 08-21-91
McCue, Patricia	RN	091785	Probation	02-08-91 to 02-08-94
Machir, Patrick	LPN	044227	Probation	05-20-91 to 05-20-94
Maddux, Gail Stuart	RN	109555	Probation	07-09-90 to 07-09-92
Marti, Gloria Sue	LPN	011916	Suspended	02-09-88 to **
**Until notification is received indicating license has been cleared in Florida.				
Martin, Patsy	RN	099815	Probation	05-20-91 to 05-20-94
Mason, Janet	LPN	022080	Revoked	05-02-91
Mayfield, Elizabeth	RN	112949	Probation	08-21-89 to 08-21-92
Mealey, Kathryn	RN	109586	Probation	07-28-89 to 07-28-91
Meredith, Judith A. Duffy	LPN	028705	Revoked	03-13-90
Merkley, James	N/A	N/A	NOT LICENSED	
Miller, Barbara	RN	056488	Probation	02-15-90 to 02-14-93
Miller, Gregory	RN	066844	Revoked	10-13-88
Miller, Kerri McDaniel	RN	112950	Probation	08-25-89 to 11-07-92
Miller, Linda	RN	064794	Probation	08-15-90 to 08-15-92
Mitchell, Lavonda	LPN	032588	Revoked	01-30-89
Moix, Margie Dean	RN	043034	Voluntary Surrender	11-20-88
Moller, Pamela	RN	113419	Probation	12-11-90 to 12-11-93
Moon, Sr. Louann	RN	090939	Probation	02-07-91 to 02-07-94
Morrow, William Jr.	RN	099683	Revoked	11-07-90
Murdick, Janet	RN	096358	Probation	07-27-89 to 07-17-91
Murphy, Maxine	RN	073729	Probation	02-19-91 to 02-19-94
Neill, Brenda	RN	105275	Suspended Probation	08-30-90 to 08-30-91 08-30-91 to 08-31-94
Notheis, Rose	RN	044744	Suspended Probation	01-04-89 to 01-04-90 01-04-90 to 01-04-93
Osborn, James	RN	101863	Probation	02-07-91 to 02-07-94
Panzica, Jamie	RN	094651	Probation	08-13-87 to 08-13-90
Paradise, Marie	RN	116674	Probation	09-20-90 to 09-20-93
Parker, Penny	RN	048257	Voluntary Surrender	03-13-90
Pearre, Pam	RN	082718	Suspended Probation	04-22-91 to 04-22-91 07-22-91 to 07-22-94
Perry, Andrew D.	RN	108892	Suspended Probation	08-08-89 to 02-08-90 02-08-90 to 02-08-92
Pozywio, Sandra Lynn	RN	112596	Probation	03-22-90 to 03-22-93
Preston, Laura	LPN	035190	Probation	05-09-91 to 05-09-94
Priefer, D. Misemer	N/A	N/A	NOT LICENSED	
Respress, Renee	RN	094740	Revoked	08-21-90

**SUMMARY OF DISCIPLINARY ACTION, CONTINUED**

Reynaud, Janet	RN	076580	Probation	03-11-91 to 03-11-96
Reynolds, Voisy E.	N/A	N/A	NOT LICENSED	
Richardson, Danita	RN	097945	Inactive	**
**License placed on inactive status for two years, requires permission to reactivate, followed by two years probation.**				
Rigby, Joan	RN	081253	Probation	03-24-88 to **
**Until notification is received indicating license has been cleared in Iowa.**				
Rippey, Louise	RN	094421	Voluntary Surrender	
Risley, Marilyn	RN	057684	Probation	05-14-91 to 05-14-92
Roberts, Sheryl	LPN	031261	Voluntary Surrender	09-19-90
Roman, Jan	RN	098225	Probation	06-07-91 to 06-07-93
Rothenheber, Mary Rose	LPN	019806	Voluntary Surrender	12-21-89
Rouviere, Sharon (also Sharon Campbell)	RN	107688	Probation	08-22-90 to 08-22-92
Rudd, Mary	LPN	037905	Revoked	10-20-89
Sassi, Barbara	RN	092423	Revoked	05-01-89
Schafer, Diana	LPN	038008	Probation	08-22-90 to 08-22-93
Scheffer, Cynthia (also Cynthia King)	LPN	039758	Probation	11-20-90 to 11-20-93
Schlickelman, Antie	RN	080593	Probation	02-15-91 to 02-15-94
Schmoe, Sandra Hoffman (also Sandra Hoffman)	LPN	032816	Voluntary Surrender	01-08-91
Scott, Annette (with licensee's consent)	RN	106499	Revoked	09-12-90
Scroggins, John Perry	RN	091101	Suspended	01-28-88 to 01-28-91
			Probation	01-28-91 to 01-28-96
Searcy, Dick	RN	067578	Revoked	10-14-88
Shaffer, Kathleen	RN	116467	Probation	08-29-90 to 08-29-92
Sheppard, Ann Marie	RN	104403	Revoked	02-21-90
Shields, Linda	RN	102711	Probation	03-22-90 to 03-22-92
Shipman, John Walter	N/A	N/A	NOT LICENSED	
Shipp, Judith	RN	107069	Suspended	01-31-90 to 01-31-91
Shouse, Joan Hatfield	LPN	035668	Revoked	05-02-91
Sides, Lela	LPN	028433	Probation	01-08-90 to 01-08-92
Smith, Jacqueline	RN	033280	Suspended	01-04-91 to 01-04-92
			Probation	01-04-92 to 01-04-94
Smith, Janice	LPN	043713	Probation	11-20-90 to 11-20-93
Siler, Donna M.	LPN	032481	Revoked	01-18-90
Smith, Marva	N/A	N/A	NOT LICENSED	
Smith, Mary	LPN	043872	Probation	12-03-90 to 12-03-92
Smith, Maryan	N/A	N/A	NOT LICENSED	
Smith, Michael	LPN	031266	Revoked	07-13-90
Snider, Jeffrey	RN	104432	Probation	02-19-91 to 02-19-94
Steadman, Wanda	RN	108873	Revoked	07-19-89
Steckel, Shari	RN	067804	Suspended	11-02-88 to **
**Until license in California is reinstated.**				
Steele, Diana	RN	092960	Suspended	02-19-91 to 02-19-93
			Probation	02-19-93 to 02-19-95

**SUMMARY OF DISCIPLINARY ACTION, CONTINUED**

Stein, Tracey L. Truman	N/A	N/A	NOT LICENSED	
Stock, Charles	LPN	043305	Probation	11-20-90 to 11-20-93
Stough, Barbara	RN	096449	Suspended	01-24-90 to 07-24-90
			Probation	07-24-90 to 07-24-93
Sturgis, Margaret	LPN	039198	Revoked	02-04-91
Sullivan, Julie	RN	111259	Suspended	09-12-90 to 09-12-91
			Probation	09-12-91 to 09-12-93
Sullivan, Linda	N/A	N/A	NOT LICENSED	
Sullivan, William	LPN	034220	Probation	04-12-91 to 04-12-93
Sutton, Shari	LPN	044358	Probation	06-07-91 to 06-07-94
Swartz, Marva	LPN	023671	Inactive until	02-26-92
Talbert, Sandra	LPN	039474	Suspended	11-20-90 to 11-20-91
			Probation	11-20-90 to 11-20-94
Taylor, Clarissa	RN	060815	Revoked	11-07-90
Thomas, Margaret	RN	103755	Suspended	09-22-89 to 09-22-91
			Probation	09-22-91 to 09-22-96
Thompson, Katherine	RN	030091	Probation	01-25-91 to 01-25-94
Thurman, Vera	RN	031037	Voluntary Surrender	03/10/89
Tiller, Lillie	RN	034770	Revoked	07-21-89
Trankler, Glenda	RN	089685	Probation	09-20-90 to 09-20-93
Trichell, Elizabeth	RN	097990	Revoked	01-18-90
Turner, Roy Jean	LPN	032869	Revoked	05-02-91
Tweedie, Carolyn Tidmus	N/A	N/A	NOT LICENSED	
Tweedy, Nancy	RN	109834	Probation	02-19-91 to 02-19-94
Tye, Jennifer	RN	089127	Suspended	08-31-87 to 11-01-87
			Probation	11-01-87 to 08-31-91
Tyler, Alice D.	LPN	028117	Revoked	05-25-90
Ulmer, Judy	LPN	043515	Probation	11-20-90 to 11-20-92
Urban, Anna Marie	RN	098700	Revoked	07-20-89
Vanderent, Lori	LPN	037161	Suspended	12-20-88 to 12-20-90
			Probation	12-20-90 to 12-20-92
Wagoner, Deborah Dee	N/A	N/A	NOT LICENSED	
Walden, James Adair	RN	092291	Probation	01-13-89 to 01-13-92
Warmboldt, Deborah	N/A	N/A	NOT LICENSED	
Warrington, Susan	RN	054346	Revoked	10-14-88
Weathermon, Jenny	LPN	037390	Revoked	08-22-90
Welch, Karen	RN	092069	Suspended	01-26-88 to 07-26-88
			Probation	07-26-88 to 07-26-91
Wheatley, Larry	RN	083365	Probation	02-26-91 to 02-26-96
Williams, Dorothy	RN	083745	Revoked	10-14-88
Winchester, Jeffery	LPN	044329	Probation	05-20-91 to 05-20-94
Witte, Susan	RN	103846	Probation	08-22-90 to 08-22-93
Wolf, Kathleen Lane	RN	056625	Revoked	10-20-89
Wrombel, Carolyn	RN	042224	Probation	11-20-89 to 11-20-93
Yocum, Paulette Lampkins	LPN	014956	Revoked	05-25-90
Zacha, Kimberly Neighbors	N/A	N/A	NOT LICENSED	

OTHER DISCIPLINARY ACTION  
TAKEN BY THE BOARD

RN042224- Settlement dated March 1, 1991. Revoked, stayed, probation until November 20, 1993.

Licensee failed to document in nurse's notes that Librium was given to a patient, licensee took three (3) Librium capsules for a patient approximately 45 minutes prior to signing for the capsules. Licensee violated terms of previous discipline.

RN057684- Consent Agreement dated May 14, 1991. Revoked, stayed, probation until May 14, 1992.

Licensee disciplined in Kansas for diversion of Demerol and falsification of patient records.

RN076580- Consent Agreement dated March 11, 1991. Revoked, stayed, Probation until March 11, 1996.

Licensee misappropriated narcotics for personal use. Licensee indicated verbal orders were received from physician. Physician denied giving orders.

RN082645- Consent Agreement dated May 20, 1991. Revoked, stayed, suspended until May 20, 1993 then probation until May 20, 1996.

Licensee misappropriated Demerol/Vistaril from hospital supplies and falsified patient records and narcotic sign out sheets.

RN083365- Consent Agreement dated February 26, 1991. Revoked, stayed, probation until February 26, 1996.

Licensee terminated for job abandonment related to a relapse of alcohol abuse.

RN086621- Consent Agreement dated May 9, 1991. Revoked, stayed, suspended until August 7, 1991 then probation until August 7, 1995.

Licensee misappropriated narcotics including Demerol, Morphine and Dilaudid from patients' supply and self administered them.

RN094421- Consent Agreement dated May 9, 1991. Voluntary surrender of license.

Licensee obtained prescriptions for Vicodin, Ativan, Restoril, Nardil, Wellbutrin, Lorazepam by fraudulent means for self administration.

RN095394- Consent Agreement dated May 20, 1991. Voluntary surrender of license.

## OTHER DISCIPLINARY ACTION, CONTINUED

Licensee diverted Meperidine from employer and self injected it while on duty, licensee falsified patient records to disguise the theft. License in Nebraska disciplined for felony counts of possessing controlled substances. License is disciplined in Kansas also. Licensee did not notify Board of Nursing of action in both Nebraska and Kansas. Licensee did not comply with terms of current discipline with Missouri Board.

RN098225- Consent Agreement date June 7, 1991. Probation until June 7, 1993.

Licensee convicted of felony possession of a controlled substance, cocaine. Licensee incarcerated for two months and placed on probation.

RN099815- Consent Agreement dated May 20, 1991. Revoked, stayed, probation until May 20, 1994.

Licensee diverted morphine from hospital supply and self administered it. Licensee previously on probation for obtaining controlled substances by fraud. Licensee had successfully completed probation but relapsed following an automobile accident.

RN118356- Consent Agreement, probation until February 19, 1994.

Applicant's license in another state was placed on probation for three years after applicant gave two urine screens one of which showed a low level of marijuana and one which showed a moderately high level of amphetamines.

RN118552- Consent Agreement dated March 22, 1991. Probation until March 22, 1996.

Licensee holds RN & LPN licenses in Missouri. While working as an LPN, awaiting to write NCLEX-RN, the licensee made three (3) medication errors including administration of a narcotic sooner than ordered, obtaining Nubain to administer to a patient when Narcan was ordered and allowing an IV solution to infuse at 1400cc/hr when the order was 125cc/hr.

RN118576- Consent Agreement dated March 25, 1991. Probation until March 25, 1993.

Applied to write NCLEX-RN. Applicant marked on application a guilty plea to a traffic violation related to alcohol and an addiction to alcohol. Applicant is licensed as an LPN and did not indicate an addiction to alcohol on application although now admits it is true.

RN118674- Consent Agreement dated March 14, 1991. Probation until March 14, 1994.

## OTHER DISCIPLINARY ACTION, CONTINUED

Applicant applied to take the examination for licensure. Applicant suffers from disease of alcoholism.

RN119311- Consent Agreement dated May 7, 1991. Probation until May 7, 1994.

Licensee previously voluntarily surrendered Missouri RN license. Licensee is disciplined in another state for diversion of Demerol from employer for personal use.

PN022378- Consent Agreement dated May 20, 1991. Inactive until such time as the licensee presents evidence sufficient to demonstrate safe nursing practice.

Licensee previously under period of discipline but unable to fulfill requirements due to health problems.

PN025342- Consent Agreement dated March 4, 1991. Revoked, stayed, suspended until March 4, 1992 then probation until March 4, 1995.

Licensee pled guilty to a felony charge of possessing Cocaine and was sentenced to three years in the custody of the Department of Corrections. Licensee used Cocaine and Marijuana on a daily basis before being convicted.

PN025580- Consent Agreement dated April 26, 1991. Voluntary surrender of license.

Licensee misappropriated Percocet and Tylenol #4 from employer and administered them to self and grandmother. A drug screen tested positive for opiates. Licensee stole blank prescriptions from employer, completed prescription for Tylenol #4 and had them filled.

PN027683- Consent Agreement dated March 22, 1991. Probation until March 22, 1996.

Licensee holds RN and LPN licenses in Missouri. While working as an LPN awaiting to write NCLEX-RN, the licensee made three (3) medication errors including administration of a narcotic sooner than ordered, obtaining Nubain to administer to a patient when Narcan was ordered and allowing an IV solution to infuse at 1400cc/hr when the order was 125cc/hr.

PN034220- Consent Agreement dated April 12, 1991. Probation until April 12, 1993.

Licensee was terminated during probationary period for continuing

## OTHER DISCIPLINARY ACTION, CONTINUED

to work with patients' IVs after being told not to, was repeatedly tardy and would be missing from unit for extended periods of time, was assigned to an incontinent patient who was left sitting in chair for extended period of time without being changed frequently enough.

PN035190- Consent Agreement dated May 9, 1991. Probation until May 9, 1994.

Licensee's Missouri LPN license was previously disciplined for misappropriation of controlled substances. Licensee violated the terms of the disciplinary terms and the license was placed on an inactive status. In April, 1991, licensee approached the Board requesting the Missouri license be renewed and presented evidence that the medical problems were resolved. Licensee's LPN license was renewed with the provision for three (3) years probation.

PN041381- Consent Agreement dated March 25, 1991. Probation until March 25, 1993.

Applied to write NCLEX-RN. Applicant marked on application a guilty plea to a traffic violation related to alcohol and an addiction to alcohol. Applicant is licensed as an LPN and did not indicate an addiction to alcohol on application although now admits it is true.

PN041628- Consent Agreement dated May 20, 1991. Revoked, stayed, suspended until May 20, 1992 then probation until May 20, 1995.

Licensee's ability to practice has been impaired due to severe mental condition.

PN043071- Consent Agreement dated May 21, 1991. Revoked, stayed, probation until May 21, 1994.

Licensee was not honest on application for licensure in Missouri. An anonymous letter informed Board office licensee was convicted for driving under the influence of alcohol and was fined and sentenced to jail.

PN044227- Consent Agreement dated May 20, 1991. Probation until May 20, 1994.

Applicant for NCLEX-PN. Applicant indicated an arrest for driving while intoxicated on application.

PN044329- Consent Agreement dated May 20, 1991. Probation until May 20, 1994.

Applicant for NCLEX-PN. Applicant indicated an addiction to alcohol.

## OTHER DISCIPLINARY ACTION, CONTINUED

PN044358- Consent Agreement dated June 7, 1991. Revoked, stayed, probation until June 7, 1994.

Licensee was terminated reporting to work after having consumed alcoholic beverages. Speech was slurred, gait was unsteady, was unable to pour medications and could not identify the day.

## DISCIPLINARY HEARINGS

PN019027- Order dated May 2, 1991. Revoked.

Licensee violated terms of previous discipline.

PN020545- Order dated May 21, 1991. No action.

Licensee violated terms of previous discipline.

PN022080- Order dated May 2, 1991. Revoked.

Licensee violated terms of previous discipline.

PN025574- Order dated April 25, 1991. Revoked.

Licensee violated terms of previous discipline.

PN036003- Order dated May 2, 1991. Revoked.

Licensee violated terms of previous discipline.

PN032869- Order dated May 2, 1991. Revoked.

Licensee violated terms of previous discipline.

PN035668- Order dated May 2, 1991. Revoked.

Licensee violated terms of previous discipline.

RN082718- Order dated April 22, 1991. Revoked, stayed, suspended until July 22, 1991 then probation until July 22, 1994.

While under a disciplinary agreement licensee failed to document the administration of Morphine and Demerol. Failed to have the wasted narcotics witnessed.

RN106016- Order dated April 25, 1991. Revoked.

Licensee violated terms of previous discipline.

PROBATION COMPLETED

<u>NAME</u>	<u>LICENSE NUMBER</u>
Dunlap, Robert	PN036549
Jones, Judith	PN039321
Crane, Rebecca	RN101965
Embree, Jerry	RN096160
Flavin, Rachel	RN100614
Meehan, Beverly	RN090059
Orine, Margaret	RN060586
Topping, Mary Ann	RN068533
Vohsen, Sharon	RN080052

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## ADVANCED PRACTICE TASK FORCE UPDATE

Due to the amount of comments received the Missouri State Board of Nursing's Advanced Practice Task Force is continuing in its efforts to provide a statement that will best serve the public and the profession. During the April, 1991 Board meeting the Board approved the following Statement to be filed with the Secretary of State's office as a proposed rule. No date has been set at this time for that filing.

### Advanced Registered Professional Nursing Position Statement

Purpose: To specify the qualifications necessary for a nurse to use certain specialty titles and to protect the public from misrepresentation concerning the nursing profession.

1. No nurse shall use the following titles or abbreviation of those titles unless they meet the criteria stated:
  - A. Certified registered nurse anesthetist -- must be a registered nurse and hold current certification by the national certifying body of the American Association of Nurse Anesthetists.
  - B. Certified nurse midwives -- must be a registered nurse and hold current certification by the national certifying body of the American College of Nurse Midwives.
  - C. Certified nurse practitioner -- must be a registered nurse and hold current certification in the area of nursing specialty practice by the national certifying body of: (1) NAACOG Certification Corporation as an OB/GYN nurse practitioner or neonatal nurse practitioner; or (2) the American Nurses Association as a family nurse practitioner, or adult nurse practitioner, or pediatric nurse practitioner, or school nurse practitioner, or gerontological nurse practitioner; or (3) the National Certification Board of Pediatric Nurse Practitioners and Nurses as a pediatric nurse practitioner.
  - D. Clinical nurse specialist -- must be a registered nurse and have a master's degree in the area of clinical nursing specialty practice or be currently certified by the American Nurses Association as a Clinical Nurse Specialist in the area of specialty practice.
2. Use of the title certified registered nurse anesthetist, certified nurse midwife, certified nurse practitioner or clinical nurse specialist without meeting the requirements set forth in Paragraph 1 is a misrepresentation in the performance of the functions or duties of a licensed professional or practical nurse and is grounds for discipline under Section 335.066.2(5), RSMo 1986.

## ADVANCED PRACTICE, CONTINUED

In an attempt to further help the public and the profession understand the goal of this Statement a Position Paper was formulated.

### Advanced Registered Professional Nursing Position Paper

#### Advanced Nursing Practice

The State Board of Nursing established the Task Force for Advanced Practice in October, 1988, for the purpose of determining the need for statute change or rules and regulations relating to advanced nursing practice. The first meeting of the Task Force was in January, 1989, and it has met at approximately 3-month intervals since that time. The Task Force has been comprised of individuals from the State Board of Nursing, an assistant attorney general and individuals from advanced nursing practice including a certified family nurse practitioner, a certified pediatric nurse practitioner, a neonatal nurse practitioner, a certified nurse midwife, and a certified nurse anesthetist. The Task Force has included representation from the Missouri Nurses Association, NAACOG (The Organization for Obstetric, Gynecologic, and Neonatal Nurses), the National Certification Board of Pediatric Nurse Practitioners and Nurses, and the Missouri Association of Nurse Anesthetists.

The primary nursing concern has come as a result of registered professional nurses functioning in advanced nursing practice roles without demonstrating the appropriate educational preparation and/or certification for that specialty role. The State Board of Nursing has had limited success in disciplining those individuals or limiting the scope of practice for those individuals. In order to protect the public and to address this problem, the State Board of Nursing established the Task Force for Advanced Practice to study the issue and to make recommendations.

#### Sermchief v. Gonzales

The Supreme Court opinion of Sermchief v. Gonzales affirmed a broad interpretation of the Nursing Practice Act. The opinion reads as follows, "We believe this phrase evidences an intent to avoid statutory constraints on the evolution of new functions for nurses delivering health services. Under 335.016.8, a nurse may be permitted to assume responsibilities heretofore not considered to be within the field of professional nursing so long as those responsibilities are consistent with her or his "specialized education, judgement and skill based on knowledge and application of principles derived from the biological, physical, social and nursing sciences." The opinion goes on to point out the responsibility of the profession to maintain high education standards and of the individual to obtain the necessary education and to know one's limits. The opinion states, "The broadening of the field of practice of the nursing profession authorized by the legislature and here recognized by

## ADVANCED PRACTICE, CONTINUED

the Court carries with it the profession's responsibility for continuing high educational standards and the individual nurse's responsibility to conduct herself or himself in a professional manner. The hallmark of the professional is knowing the limits of one's professional knowledge."

Clearly there are advantages to the broad Missouri Nursing Practice Act, which allows for the evolution of nursing practice. This broad permissive wording in the law however lends itself to a dilemma. While it is important that the statute or rules and regulations allow the profession of nursing to continue to grow and evolve as societal needs change, it is equally important that the public be protected from individuals who might practice beyond their knowledge and skill level. The professional association sets the standards for excellence in practice and the State Board of Nursing has the legal authority to set minimum standards for competence as a registered professional nurse. Unlike other professions, there are limited built-in controls for scope of practice for registered professional nurses in primary care arenas. For example, the scope of practice for physicians is limited by requirements for hospital staff privileges and to some extent the cost for liability insurance coverage. These societal reviews do not exist in such a way as to control scope of practice for registered professional nurses as primary providers. Registered Professional Nurses who provide primary care services do not generally have hospital privileges. While the cost and requirements for liability insurance are increasing for nurses in advanced practice, those requirements are not limiting nurses in advanced practice.

The first meetings of the Task Force dealt with the definition of advanced nursing practice and a review of other statutes and rules and regulations of seventeen (17) other states related to advanced practice. Initially the Task Force attempted to define advanced practice to include clinical as well as advanced nursing practice in education, administration and research. It then became evident that the current and pressing questions from those outside of the profession regarded the legality, scope of practice and appropriate education and certification related to advanced practice roles in which the nurse is the primary care provider. (These would include such roles as, nurse practitioner, nurse midwife, nurse anesthetist and clinical nurse specialist). In addition, a review of statutes and rules and regulations of other states demonstrated that the definition of advanced practice most often included nurse practitioner, nurse midwife, nurse anesthetist, and clinical nurse specialist. Thus, the advanced practice statement developed by this task force addresses nurse practitioners, nurse midwives, nurse anesthetists, and clinical nurse specialists and not advanced practice in education, administration and research.

### Educational Preparation for Advanced Nursing Practice

The nursing profession is moving in the direction of requiring the Masters Degree in Nursing for the advanced practice roles. For example, by 1992 the American Nurses Association will require the Masters Degree in Nursing for the family, pediatric, adult, gerontological, and school nurse practitioner in order to sit for the certification examination. The National Certification Board of Pediatric Nurse Practitioners and Nurses will also require a Master's degree beginning in 1992. Nurse anesthetists require successful completion of a

## ADVANCED PRACTICE, CONTINUED

program in nurse anesthesia which is accredited by the Council on Accreditation Nurse Anesthesia Program. Graduates must pass the national certification exam of the Council on Certification of Nurse Anesthetists and must be recertified every 24 months by the Council of Recertification of Nurse Anesthetists. By 1998 entry level into nurse anesthesia must be at the master degree level. Nurse midwives require an advanced formal education and certification. Levels of education are basic certification, masters degree or doctorate degree in midwifery. The clinical nurse specialist, by definition, is a masters degree in clinical nursing.

As with advanced graduate education in any profession, the Masters degree in Nursing provides additional quality assurance to the public.

The Task Force and the State Board of Nursing support this movement toward the requirement of the Masters Degree in Nursing for advanced nursing practice roles. However, the history and evolution of other advanced nursing practice roles has presented opportunities for registered professional nurses to prepare for advanced nursing practice roles by completing advanced formal educational programs in the specialty area conducted within institutions of higher education. For this purpose, the term advanced formal education program is defined as a program which prepares the practitioner to sit for a national certifying examination in a specialty area or complies with educational standards set by national nursing certifying organizations. Those individuals who complete the advanced formal education program then may become certified through the appropriate national nursing organization. The advanced practice statement has recognized those individuals who have completed advanced formal education programs and have completed certification in their specialty area through the appropriate national nursing organization.

### Certification

The Task Force and the Board of Nursing believe that certification by a national nursing organization is critical in order to provide the level of professional review necessary for advanced nursing practice. The process of certification by a national nursing organization provides controls on educational standards, testing procedures and practice requirements necessary for quality assurance to the public. Therefore, the article, "56 Ways to get Certified" American Journal of Nursing, March 1990, was reviewed by the Task Force to identify those specialty areas which require either the Masters Degree in Nursing and/or certification by a national nursing organization following the completion of an advanced formal education program in the specialty area.

The national certifying bodies recognized by the Task Force include:

1. Council on Certification of Nurse Anesthetists;
2. American College of Nurse Midwives;
3. American Nurses' Association (clinical nurse specialist and nurse practitioner level certification only);
4. NAACOG Certification Corporation (OB/GYN and Neonatal Practitioner level certification only); and
5. National Certification Board of Pediatric Nurse Practitioners and

## ADVANCED PRACTICE, CONTINUED

Nurses.

In their discussions, the Task Force attempted to differentiate between advanced roles and expanded roles. Advanced nursing practice roles are those roles in which one uses skills gained through a Masters Degree in a clinical nursing area or advanced formal education in a specialty area and certification in the specialty area. Expanded roles occur as a result of an expansion of clinical expertise gained from on-the-job experience, in-service education, and continuing education programs. The attachment lists those certification programs for advanced nursing practice discussed in the Advanced Nursing Practice Statement.

The State Board of Nursing has the authority to enact rules relative to advanced practice as it relates to misrepresentation in the performance of the functions and duties of licensed nurses. The Board has the authority to enact rules relating to the practice of two levels of nursing, licensed practical nursing and registered professional nurses; advanced practice is part of professional nursing. The Board can establish what would be misrepresentation to the public.

### ADVANCED NURSING PRACTICE CERTIFICATION PROGRAMS

#### Nurse Anesthetists CRNA

Council on Certification of Nurse Anesthetists

#### Nurse Midwifery CNM

American College of Nurse-Midwives

#### Pediatric Nurse Practitioner CPNP

National Certification Board of Pediatric Nurse Practitioners and Nurses

#### Maternal/Child Nursing

NAACOG Certification Corporation

OB/GYN Nurse Practitioner C

Neonatal Nurse Clinician/Practitioner C

#### American Nurses Association

Family Nurse Practitioner C

Adult Nurse Practitioner C

Pediatric Nurse Practitioner C

## ADVANCED PRACTICE, CONTINUED

### American Nurses Association, Continued

School Nurse Practitioner C

Gerontological Nurse Practitioner C

Clinical Specialist in Community Health Nursing CS

Clinical Specialist in Gerontological Nursing CS

Clinical Specialist in Medical-Surgical Nursing CS

Clinical Specialist in Adult Psychiatric & Mental Health Nursing

\* Position Paper prepared by Elaine Doyle, R.N., C., amended and approved by the Advanced Practice Task Force, adopted by the Board of Nursing April, 1991.

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